

Hiring Cycle Human Resources

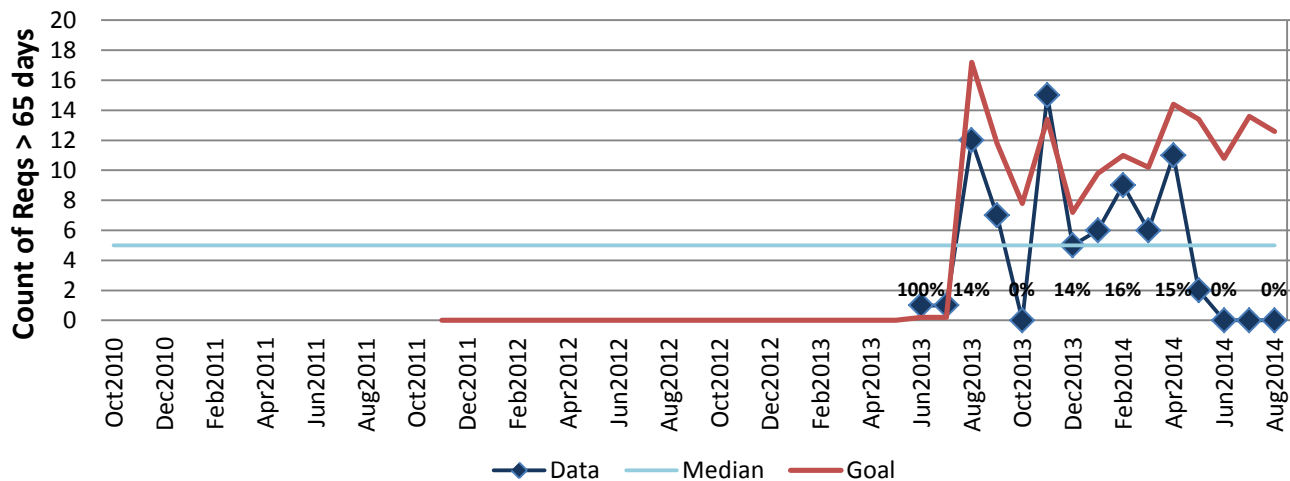
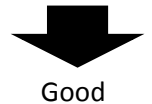


KPI Owner: Steve Wilkins

Process: Departmental Productivity

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary		
Baseline: FY13 16%		Data Source: Requisition Log	Plan-Do-Check-Act Step 8: Monitor and diagnose		
Goal: Compared to all requisitions received FY14 to present, maintain a hiring cycle time of less than 65 days between requisition received and offer date that is <=20% of occurrences.		Goal Source: Cross Functional Team	Measurement Method: The count of days between the date a requisition is received and the offer date that are greater than 65 days.		
Benchmark: 65 Days		Benchmark Source: Cross Functional Team	Why Measure: Timely Hiring		
			Next Improvement Step: Continue to monitor and identify causal factor for going over 65 days		
How Are We Doing?					
Sep2013-Aug2014 12 Month Goal	Sep2013-Aug2014 12 Month Actual		Aug2014 Goal	Aug2014 Actual	
136	61		13	0	
Count of Reqs > 65 days	Count of Reqs > 65 days		Count of Reqs > 65 days	Count of Reqs > 65 days	

Hiring Cycle



Sep2013-Aug2014 Pareto Analysis

